

PROCEDURE

Corewell Health East - Color-Blindness Testing for Laboratory Employees - All Beaumont Hospitals

This Procedure is Applicable to the following Corewell Health sites:

Corewell Health Beaumont Grosse Pointe Hospital, Corewell Health Beaumont Troy Hospital, Corewell Health Dearborn Hospital, Corewell Health Farmington Hills Hospital, Corewell Health Taylor Hospital, Corewell Health Trenton Hospital, Corewell Health Wayne Hospital, Corewell Health William Beaumont University Hospital (Royal Oak)

Applicability Limited to:	N/A
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Functional Area:	Clinical Operations, Laboratory
Lab Department Area:	Lab - General

1. Principle

Color-blindness is a deficiency in the way one sees certain colors, such as blue and yellow, and red and green. This is usually an inherited condition that affects males more frequently than females. Red-green deficiency is the most common color-blindness deficiency. At the present, there is no cure for color-blindness. The purpose of this policy is to define for whom color-blindness testing applies.

2. Responsibility

- A. **Color-Blindness Screening:** Employee Health Services has the responsibility for administering the color-blindness screening at the time of the pre-employment physical or at the time of a position transfer that would result in performing patient testing requiring a visual color determination.
- B. **Review of Failures:** Color-blindness screening failures are submitted to Human Resources and reviewed by the laboratory department supervisor/manager.

3. Definitions

- A. **Color-blindness:** Color vision-deficiency.
- B. **Ishihara test:** This is a [color perception test](#) for red-green [color deficiencies](#). The test consists of a number of colored plates, called Ishihara plates, each of which contains a circle of dots appearing randomized in color and size. Within the pattern are dots which form a number or shape clearly visible to those with normal color vision, and invisible, or difficult to see, to those with a red-green color vision defect. Other plates are intentionally designed to reveal numbers only to those with a red/green color vision deficiency and be invisible to those with normal red/green color vision.

4. Policy Statement

It is the policy of the clinical laboratory all personnel performing testing or other tasks that require

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color discrimination are evaluated for difficulty with visual color discrimination. Evaluation is not required for personnel who do not perform such functions. Evaluation limited to discrimination of those colored items pertinent to the job is sufficient.

5. Procedure

- A. Color-discrimination testing is performed by the Employee Health Services (EHS) department on each new hire.
- B. A correct answer on at least 12 of the 14 plates is required for a score of "Pass." Employees with a score of "Pass" are cleared to start. Scores of "Pass" are no longer sent to the laboratory department supervisor/manager.
- C. **Score of "Fail":** Color-discrimination testing failures are forwarded to the Human Resources department and are then reviewed with the supervisor/manager of the laboratory department.
- D. Employees are able to access the color-blind testing results from their employee health record.
- E. The designated department leader confirms with the new hire that color-discrimination testing was performed.
- F. In addition, the department may perform color-discrimination testing or functional color-blindness assessments.
- G. It is recommended the record of color-discrimination testing, functional color-blindness assessment, or documented acknowledgement that testing was performed is saved in the employee file.
- H. If, for some reason, color-discrimination testing was NOT performed by EHS, notify EHS and schedule an appointment to do the color-blind test. In addition, notify the Laboratory Quality Operations Specialist for tracking.
- I. For employees transferring from another department, confirm color-discrimination testing has been performed.

6. Employees Who Fail the Ishihara Test

- A. EHS notifies HR, and HR works with the manager/supervisor to determine appropriate accommodation.
- B. Identify employees who need supervision with color-discrimination.
- C. For employees who are color-blind, the manager will determine which tasks the employee can and cannot perform and will determine to what extent supervision is required.
- D. If no tasks can be performed by this employee, the manager/supervisor will manage reassignment, if possible.
- E. The above information will be documented in writing, with a copy to the employee's personnel file, and a copy to the Laboratory Manager.

7. College of American Pathologists (CAP) Evidence of Compliance

- A. Record of color discrimination testing or functional assessment, if indicated OR
- B. Documented acknowledgement that testing was performed

8. Revisions

Corewell Health reserves the right to alter, amend, modify or eliminate this document at any time without prior written notice.

9. References

- A. Ishihara's Test for Colour Deficiency, Shinobu Ishihara, Kanehara Trading Inc., Tokyo, Japan, 2015.
- B. Lab General Checklist, GEN.55400 Visual Color Discrimination. College of American Pathologists, Northfield, IL.

10. Procedure Development and Approval

Document Owner:

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11. Keywords

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